



**DEPARTMENT OF  
ADMINISTRATION**  
DIPATTAMENTON ATMENESTRASION



EDWARD M. BIRN  
Director (Direktot)  
ELIZABETH T. FISHER  
Deputy Director (Sigundo Direktot)

**HUMAN RESOURCES DIVISION**  
*(Dibision Inadilanto yan Guinaha Para Taotao)*

Telephone (Telifon): (671) 475-1288/1103 • Fax (Faks): (671) 477-3671

LOURDES A. LEON GUERRERO  
Governor (Maga'hága)  
JOSHUA F. TENORIO  
Lt. Governor (Sigundo Maga'láhi)

**DEPARTMENTAL COMPETITIVE EXAMINATION**

To establish a list for the position of  
**MANAGEMENT ANALYST III**  
Announcement Number: DOA107-25

**Area of Consideration: DEPARTMENT OF PUBLIC WORKS**

**Open: February 21, 2025 Close: March 14, 2025**

**GENERAL PAY PLAN (GPP)**

OPEN: N-01; \$54,918 P/A –N-10; \$75,392 P/A

PROMOTION: N-01; \$54,918 P/A –N-18; \$96,793 P/A

The Government of Guam may offer competitive benefit packages, which includes retirement (Defined Contribution Plan 401 and 457), health insurance plans, cafeteria plan, an Employee Assistance Program, annual and sick leave, paid holidays and life insurance. For additional information regarding the Government of Guam Retirement, please visit [www.ggrf.com](http://www.ggrf.com). For other inquiries please visit Department of Administration website [www.hr.doa.guam.gov](http://www.hr.doa.guam.gov)

**Who Can Apply**

Only permanent, government of Guam employees from the department or agency as identified in the area of consideration above can apply. The appointing authority for the above department/ agency has identified this position as a career development opportunity for his/her employees pursuant to rule 4.101.A1.

**Qualification Requirements**

Two (2) years of experience as a Management Analyst II or equivalent work and graduation from a recognized college or university with a Bachelor's degree in public or business administration, industrial management or closely related field; or

Any equivalent combination of experience and training which provides the minimum knowledge, abilities, and skills.

**Nature of work**

This is complex technical work involved in analyzing and developing improved managerial procedures and practices. Employees in this class perform the full range of complex technical management analysis work, including independent work in specialized area and may supervise a management analysis program which covers a small number of interrelated organizational units and a variety of work processes, functions, and programs.

**Illustrative Examples of Work**

Performs studies, research, analyses and evaluation of organizational structure, functions, work methods, manpower utilization, feasibility of proposed procedure changes, and relationships between various organizational divisions; recommends changes, develops procedures and necessary forms to implement changes, and prepares related procedural instructions. Develops plans of service for operational units or entire organization and appraisals of effectiveness and efficiency of operations. Compiles and analyzes data for management to consider in policy formulation, program planning, and for operational and administrative purposes. Conducts studies of space utilization; draws and submits floor plans and recommends changes in assignments of space. Performs forms control work; reviews request for new or revised forms of publications for conformity with established policies; recommends approval, modification or disapproval of requests. Reviews and prepares comments on proposed legislations for impact upon organizational operations. Supervises a management analysis program which covers a small number of interrelated organizational units and a variety of work processes, functions and programs. Performs related duties as required.

**Knowledge, Abilities & Skills**

Knowledge of the principles, practices, methods and techniques of modern management and public administration and statistical analysis. Knowledge of departmental/agency program objectives, policies, standards, procedures and activities. Knowledge of computer system application and office service equipment. Ability to supervise the work of others is required for supervisory positions in this class. Ability to make decisions in accordance with appropriate program guidelines. Ability to gather, organize, correlate and analyze facts and devise solutions to difficult management problems. Ability to develop methods and procedures for analyzing systems, procedures, or organizational changes. Ability to make oral and written reports and presentations and prepare charts and graphs clearly and concisely. Ability to work effectively with the public and employees. Ability to communicate effectively, orally and in writing. Ability to maintain records and prepare reports.

**Minimum Educational Requirements**

All new employment in the service of the government of Guam shall have, as a reasonable measure of job performance, minimum requirement of a high school diploma or a successful completion of General Education Development (GED) test or any equivalent of a general education high school program, apprenticeship program or successful completion of a certification program, from a recognized, accredited or certified vocational technical institution, in a specialized field required for the job, pursuant to Public Law 29-113.

**Documentation Requirements**

To validate credentials you may claim, (e.g., High School Diploma, College Transcript, DD-214, etc.), an original or certified copy of the document(s) must accompany each employment application you are applying for with your legal signature. Applicants shall be responsible to provide all required documents for each employment application submitted and failure to provide proof may result in disqualification. **For more information, please contact the Recruitment Branch at 475-1141/1128.**

**MANAGEMENT ANALYST III  
DEPARTMENTAL COMPETITIVE EXAMINATION**

**Suitability Determination Form**

Your employment application will not be deemed completed unless the Suitability Determination Form is completely filled out, signed and dated. If it is not complete or missing from your application, your application for this position will be rejected. Please pay particular attention to question #2. If you answer "yes", you must attach your police clearance that is no older than one (1) month from the date of submitting your application. In addition, please resubmit an updated Suitability form if anything occurred that warrants updating your responses on your Suitability Form after you have submitted your application.

**Prohibition Pursuant to P.L. 28-98**

No person convicted of a sex offense under the provision of chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the government of Guam.

**Examination Requirements**

Applicants will be rated on a scale between 70.00 and 100.00 percent on the basis of their training, education and experience in relation to the requirements of the position.

**Interviewing Procedures**

A personal interview or interview by telephone (if off-island) will be held by the appointing authority or his designee for all eligibles referred via certification.

**Employment Medical Examination**

All applicants accepting employment must undergo a medical examination and be declared by the physician as capable of performing the duties of the position being hired for.

**Work Eligibility**

When offered a position, you will be required to provide proof of identity and eligibility for employment in the United States as condition of employment.

**Drug Screening**

Applicants selected for and offered employment with the Government of Guam shall undergo and pass a mandatory drug test before being employed; this also applies to employees selected for Test Designated Positions (TDP). Failure to submit or pass such drug test shall be grounds for rescinding the offer of appointment. In addition, persons who have applied for, or are seeking reemployment/reappointment in the government and previously had a non-negative drug test result must meet certain conditions to be re-drug tested for employment. For more information, see DOA Circular 2023-014 located under the heading, "DOA HR Circulars", on the Resources page of the following website: [www.hr.doa.guam.gov/resources](http://www.hr.doa.guam.gov/resources).

**Police & Court Clearances Requirements**

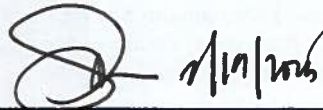
If selected for this position, your selection will be conditional pending submission of a recent police and court clearance, and taking and passing a drug test (see Drug Screening section of the announcement). The hiring department will mail a letter to you explaining these requirements. You will have five (5) business days from the postmarked date of your letter to submit police and court clearances that are no older than one (1) month from the date of your letter. The cost of the clearances is your responsibility. If you have already submitted clearances with your employment application, you will not be required to resubmit as long as they meet the date criteria above. If you do not have any conviction or conditions that would warrant rescinding the job offer, and pass the drug test you will be notified of your start date.

**Where to Apply**

Submit job applications at the Department of Administration, Human Resources Division 2<sup>nd</sup> floor, ITC building, Tamuning, between the hours of 8:00 a.m. – 5:00 p.m., Monday through Friday. **Individuals with disabilities who require special accommodation should contact this office prior to any scheduled examinations or interviews. DUE TO THE GOVERNOR'S "STAY-AT-HOME" ORDER, JOB ANNOUNCEMENT CLOSING DATES MAY BE SUBJECT TO CHANGE, AMENDED CLOSING DATES WILL BE ISSUED SHOULD ANY CHANGES BE MADE. PLEASE EMAIL YOUR EMPLOYMENT APPLICATIONS TO: [doajobs@doa.guam.gov](mailto:doajobs@doa.guam.gov).**

**For More Information**

Call or visit us at the Department of Administration, Human Resources Division at (671)475-1141/1128/1132. In addition, job announcements and employment application forms are accessible to download at Department of Administration's website at [www.hr.doa.guam.gov](http://www.hr.doa.guam.gov). For further information, you may email [doajobs@doa.guam.gov](mailto:doajobs@doa.guam.gov).



Appointing Authority

**WE ARE AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER. WE DO NOT DISCRIMINATE ON THE BASIS OF RACE, RELIGION, COLOR, SEX, AGE, DISABILITY, EXCEPT FOR POSITIONS REQUIRING BONA FIDE OCCUPATIONAL QUALIFICATION.**